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2007 Total Compensation Supplemental Out-of-State Survey

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Executive Summary

The 2007 Total Compensation Survey includes a survey of three benchmark classifications with salary and benefits data from other states that the Department of Personnel Administration (DPA) administered internally. These three classifications are a supplement to the 2007 Total Compensation Survey conducted by CPS. The specifications indicated that the State is responsible for carrying out the duties of the three classifications. Consequently, there are no comparables at the local level. The survey results are the following:

- ◆ Compliance Representatives monthly total compensation lead is 11.7 percent or \$704 when compared to eleven other states.
- ◆ Licensing-Registration Examiners monthly total compensation lead is 5.3 percent (\$258).
- ◆ The highest California lead is for the Motor Carrier Specialist. The monthly total compensation lead is 16.4 percent (\$975). However, Federal Motor Carrier Safety Specialists working in California earn more and the State lags by 6.6 percent in total compensation. The MOU mandates that California compares salaries for this classification with the Federal government class.
- ◆ The State lags the Federal government locality pay in the Bay Area by 16.4% and Southern California locality pay by 10.4%. Since both areas are recognized as a very high cost-of-living areas, the lags are not surprising.

Summary of Survey Responses by Other States

A Total Compensation Survey seeks data with regard to all the key components of compensation in order to quantify the total value of those components, and facilitate comparisons of the complete compensation packages offered by various employers. For this Total Compensation Survey, those compensation components are:

The State lags the Federal government locality pay in the Bay Area by 16.4% and Southern California locality pay by 10.4%. Since both areas are recognized as a very high cost-of-living area, the lags are not surprising.

The three classifications that the DPA surveyed separately, and are a supplement to the 2007 Total Compensation Survey conducted by CPS, are the following:

- ◆ Compliance Representative – The journey-level Compliance Representative performs a full range of tax and revenue related tasks needed to fulfill tax revenue and collection services used by the state.
- ◆ Licensing-Registration Examiner – The journey-level Examiner perform the most difficult and sensitive work in driver licensing, vehicle registration, and related areas dealing directly with the public in a Department of Motor Vehicles' assigned field office.
- ◆ Motor Carrier Specialist – The journey-level Inspector is responsible for ensuring that motor carriers are in compliance with State and Federal laws and regulations pertaining to operating, safety, mechanical, preventive maintenance, and hazardous materials handling practices to ensure the safety of the motoring public.

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In total, 15 states received the 2007 Total Compensation Survey and of those, eleven states responded. The federal government data was collected from the Office of Personnel Management website for a total of twelve response organizations.

The following, Table 1 show the states that responded to the survey and the number of matches made for each of the classifications by each state.

Table 1 – Organizations Responding to Survey

Other States	Class Matches
State of Arizona	3
State of Indiana	3
State of Massachusetts	2
State of Montana	3
State of Nevada	3
State of New Hampshire	3
State of New Jersey	3
State of New York	3
State of Ohio	3
State of Oregon	2
State of Utah	3
Federal Government	2

The comparison of California to other states shows that the state leads the other states:

- ◆ The highest California lead is for the Motor Carrier Specialist, \$785 in monthly maximum base salary (17.0%). With benefits added for total compensation, the lead increases to \$975 (16.4%).
- ◆ For compliance representatives the maximum monthly salary lead is \$380 (8.1%) and the total compensation lead is \$704 (11.7%).
- ◆ Licensing-Registration Examiners monthly maximum base salary is \$151 higher (4.2%) and increases to \$258 (5.3%) with total compensation.


Table 2 – State of California Salary Comparison to Other States

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Compliance Representative	\$4,670	\$4,290	8.1%	\$6,005	\$5,301	11.7%
Licensing-Registration Examiner	\$3,588	\$3,437	4.2%	\$4,840	\$4,583	5.3%
Motor Carrier Specialist	\$4,622	\$3,837	17.0%	\$5,954	\$4,978	16.4%

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The current Protective Services and Public Safety Bargaining Contract mandates the comparison of the Motor Carrier Specialist classification and its compensation to the US Department of Transportation Motor Carrier Specialist Investigator. Table 3 provides the comparison.

Table 3 – State of California Motor Carrier Specialist Salary Comparison to US Department of Transportation Motor Carrier Safety Specialist Investigator

 Motor Carrier Specialist													State Relationship to Geographic Area Salary
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Social Security	Monthly Total Compensation	
State of California	Motor Carrier Specialist	\$3,835	\$4,622					\$978	Inc. in medical	Inc. in medical	\$354	\$5,954	\$5,954
Federal Government - Rest of California	Motor Carrier Safety Specialist Investigator	\$3,644	\$4,737		\$237			\$697			\$362	\$6,034	-1.35%
Federal Government - Sacramento Area	Motor Carrier Safety Specialist Investigator	\$3,850	\$5,005		\$250			\$697			\$383	\$6,335	-6.40%
Federal Government - Bay Area	Motor Carrier Safety Specialist Investigator	\$4,217	\$5,482		\$274			\$697			\$419	\$6,872	-15.42%
Federal Government - Los Angeles Area	Motor Carrier Safety Specialist Investigator	\$4,013	\$5,217		\$261			\$697			\$399	\$6,573	-10.41%
Federal Government - San Diego Area	Motor Carrier Safety Specialist Investigator	\$3,893	\$5,016		\$251			\$697			\$384	\$6,348	-6.62%
	Base Salary Median		\$5,016								Base Salary Median	\$6,348	
	Base Salary Mean		\$5,091								Base Salary Mean	\$6,432	
	State Relationship to Median		-8.53%								State Relationship to Median	-6.62%	
	State Relationship to Mean		-10.15%								State Relationship to Mean	-8.04%	

Note: The Federal salary comparison is for four locality pay areas: Sacramento Region, Bay Area, Los Angeles Region, and San Diego Region, and the Rest of the State.

The State lags the Federal government locality pay in the Bay Area by 16.4% and Southern California locality pay by 10.4%. Since both areas are recognized as a very high cost-of-living area, the lags are not surprising.

The comparison shows that the State lags the federal government by 8.5 percent in median monthly maximum salary and 6.6 percent in total compensation.

Cost of Living Comparison

The annual maximum salary level paid by the State of California for each of the three benchmark classifications is the salary comparison. The salaries for each are the following:

- Compliance Rep-\$56,040
- Licensing/Registration Examiner-\$43,056 and
- Motor Carrier Specialist-\$55,464.

The data show that the largest cost element that affects the cost of living in California is the cost of housing and makes the largest contribution to the lower cost of living in other states.

Table 4 – Cost of Living Comparison between California and Surveyed States

Surveyed State	Compliance Representative	Licensing/Registration Examiner	Motor Carrier Specialist
California	100.0%	100.0%	100.0%
Arizona	-58.3%	-67.0%	-58.6%
Indiana	-76.5%	-86.0%	-76.8%
Massachusetts	-34.6%	-37.5%	-34.7%
Montana	-70.4%	-78.8%	-70.7%
Nevada	-41.8%	-47.4%	-42.0%
New Hampshire	-50.0%	-54.6%	-50.1%
New Jersey	-32.4%	-37.9%	-32.6%
New York	-14.2%	-17.0%	-14.3%
Ohio	-73.5%	-82.9%	-73.9%
Oregon	-49.3%	-57.6%	-49.6%
Utah	-73.7%	-81.8%	-74.0%

Source: ERI Relocation Assessor, and statewide data averages are as of April 2008.

The cost of living comparison calculation uses ERI Relocation Assessor data¹ and compares average statewide living costs that include the following: consumables, transportation, health services, housing/utilities/property taxes, income/payroll taxes, and miscellaneous cost elements to calculate the cost of living estimate.

As the data above indicates, the cost of living is lower in the surveyed states. Indiana consistently has the lowest level when compared to California. New York cost of living is only 14.2% lower for those earning a salary comparable to the California Compliance Representative.

¹ ERI Relocation Assessor data is the property of the Economic Research Institute.